

Approved 11.18.2020

**MINUTES**  
**VSWEA BOARD OF DIRECTORS**  
**REGULAR MEETING**  
**WEDNESDAY, NOVEMBER 04, 2020**  
**VIA [Zoom](#)**

**MEMBERS PRESENT:**

Gregory Schneider (GS) – President

John Tanner (JT)

April Sauer (AS) – Secretary

Nathaniel Allen (NA)

**MEMBERS ABSENT:**

John Elling (JE) – Treasurer

The President and Secretary were present and a quorum was reached.

**GUESTS**

Invitees of the Board:

Teresa Marzolph (TM)

Danielle Martinez (DM)

Lee Riddell (LR)

Dan Franks (DF)

Members of the public present via Zoom/Registration through Google Forms:

- Adeline Carrera

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- Colleen Pope
- Helena Moriarty
- Jeff
- JJ
- Kristen Ziegenbein
- Laura Heaney
- Michelle Kratzer
- Sami Rank
- Susan Kerr
- Juli Curtain

### **OPENING VERSE / INTRODUCTIONS**

Meeting was called to order at 6:33 p.m. GS welcomed the public to the meeting. GS read the opening verse. The Board members introduced themselves.

GS Welcomed guests and TM and asked her to introduce herself.

TM Introduced herself as Interim Executive Director.

### **COVID-19**

#### **School Operations Update**

GS Invited TM to give us an update on Covid19.

TM Working with LDC on communicating protocols regarding Covid19. Hearing concerns about face masks and face shields.

GS What is the plan to clarify to parents/staff what our policies are?

TM Directing parents/staff to existing documents like the mask policy. Defining mask wearing accommodations for students who require them.

#### **State-issued Guidance/Hybrid to Virtual**

GS State benchmarks update every Thursday. Numbers appear to be heading from moderate to substantial. We voted in August regarding re-opening school to in-person learning. The state's guidance based on benchmarks has changed since then, so we need to clarify our position. Shared a proposal with Board regarding criteria for hybrid learning and virtual only learning.

NA Concerned about following benchmarks. Wants to consider our own community's risk factors. Doesn't want to oversimplify by only using benchmarks.

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GS DMS needs to have a good reason to not follow the state/county's plan. The guidelines are there for a reason, and every school needs to consider them. Wants to be proactive since numbers are changing. Doesn't want to have to make a decision in the midst of it.

NA Data recommends we do a hybrid plan which is what we're doing now. Thinks we should follow the data and make a decision when needed.

GS Benchmarks are set. Guidance is set. Not sure why we'd wait until the moment to react.

JT Grateful school is open for the kids who can come in. Happy to see them learning and enjoying friendships. Agrees with NA's stance, but also agrees with GS that we need to have a plan to go to remote learning. Wants to be able to quickly inform the community regarding a switch from hybrid to virtual.

GS What he wants is a clear standard in place—following what the state/county reports on benchmarks and guidance. The lag in reporting gives us a notice. Wants to set the expectation now so that we can move on it quickly if needed.

JT and GS continue discussion regarding criteria.

AS Agrees with the proposal as is, which is our first decision for reopening and the opposite for closing.

NA Wants to survey the community. Concerned about the challenges of moving from hybrid to virtual. Doesn't feel like the two-week window is enough time to decide. It's more complex than that. Prefers a forced choice when the data is there. Having criteria set up is helpful, but he's undecided about the criteria we've set.

GS moved that Desert Marigold School will remain open, or re-open, using its current hybrid learning model as long as, using data from Arizona Department of Health Services for Maricopa County [School Benchmarks](#), **all** of the following factors are met for **two consecutive weeks**: (1) cases per 100,000 people remains **below** 100; (2) percent positivity remains **below** 7%; and (3) hospital visits for COVID-like illnesses remains **below** 10%.

Desert Marigold School will transition as quickly as feasible to virtual learning (with on-site support services for eligible students), using data from Arizona Department of Health Services for Maricopa County [School Benchmarks](#), when **any** of the following factors are met for **two consecutive weeks**: (1) cases per 100,000 people remains **above** 100; (2) percent positivity remains **above** 7%; or (3) hospital visits for COVID-like illnesses remains **above** 10%.

AS second. No further discussion. Approved: AS, GS, JT. Opposed: NA. **Motion passes.**

## **BUDGET AND FINANCE**

### **RSF Negotiations Update**

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GS – RSF has approved the extension of the loan, now we just have to fill out the paperwork. Extends loan for 18 months and reduces our payment by roughly \$5000 a month. RSF wants us to build a rainy-day fund.

#### Enrollment Update

GS – approximately 277 enrollment.

TM Amount sounds accurate. She spoke with Crystal recently.

#### Equalization Payment Update

GS – Priscilla Garza predicted that equalization payment would go down to \$189,000, but the state paid out at \$212,000 for the month. That is great news.

### **EXECUTIVE DIRECTOR SEARCH**

AS – The Advisory Panel has met twice already. Whittled down over 100+ resumes to 25. We will be reviewing those 25 and deciding who to interview at our next meeting. Working on a scoring system and interview questions. Discussed ways in which we can share information with the Board through meeting minutes and other reporting.

NA – Wants to recommend 3-5 applicants for the Board to interview. Wants Board to have access to interview sheets and the top 25 applicants just in case. Next meeting is Friday.

GS – Grateful for the work that has been put in.

### **BOARD PROCEDURES**

#### Approval of Minutes

NA moved for approval of public and executive session meeting minutes of the 10/21/2020 meeting. GS second. No further discussion. Vote: Unanimous in favor (JT, GS, AS, NA). **Motion passes.**

#### Board Calendar/Upcoming Activities, Events, Deadlines

GS Meeting with consultant the Alliance recommended on Friday. This individual may help with community contemplation exercise.

#### Public Comment/Town Halls

GS Community would like more access to the board to communicate with us. While there is merit in public comment, a town hall discussion may serve as a better way to address questions/concerns because we can respond and have a discussion. Proposes we start

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scheduling town hall meetings occasionally on weekends including board member, staff member, admin. Would like to have a dialogue.

AS Happy to participate in a town hall. Thinks it would be helpful to open another scheduled avenue to ask/answer questions.

GS Will continue to think about that idea some more and formulate a plan.

### ADE/ACB Compliance

GS Attempted to update the board members with the state charter board, and there has been an issue. Too much time has passed since the last update. He will be meeting to solve these problems. One issue pointed out is that we don't add an address to our meeting notices/minutes. Need to update all approved minutes with the school address.

GS Moved that we amend the minutes for the last 3 years to include the physical address for all board meetings held in person on DMS campus. Second: JT, NA. Unanimous: GS, AS, NA, JT.  
**Motion passes.**

GS Minutes on 11/20/2019 voted on board members including AS, but no one accepted the votes.

GS Move to accept the votes taken for new board members during the 11/20/2019 meeting as reflected in the minutes of that meeting. Second: NA. No further discussion. Unanimous: GS, AS, NA, JT. **Motion passes.**

### Board Applicant Interviews

1. Tell us a little bit about yourself.

DM DMS since 2010. Daughter was in private prek program. Positive attitude. Career in banking. Really enjoys the community and participating.

DF 4<sup>th</sup> year at the school. Experienced in leading and thinks his skillset will be useful.

LR Kids went to Steiner schools. Directed leadership programs, worked with faculty and students, studied leadership around the world. Moved to Flagstaff—woman named Terry asked her if she would be interested in joining a Waldorf school board. Impressed with our campus/opportunities. Loves the idea of students making their own books, gardening, etc.

2. What made you interested in joining the board?

DF Interested in joining the Board and saw that so few people were doing so much work. Feeling critical but seeing that we needed some help and wanted to help. Thinks his IT skills will help along with gardening, head, hearts, hands, etc.

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LR She believes in Steiner and Waldorf. She believes that we need to bring young leaders into the world. She saw how overwhelmed we were, wants to help with her skills to build the Waldorf community.

DM Served in many areas of the school. Feels like the timing is right for her to be dedicated to help serve on the board.

3. What skills do you have that you think will fit and serve the school as a board member?

DF Good at organizing things. Asking the right questions is a skill he has. Good at interviewing people. He's never had a bad hire.

DM Dedicated, authentic, sincere, public speaking, helped write by-laws, works well with others, had leadership training, hiring training, completed foundation studies, deep understanding of Waldorf/Steiner. Wants to expand our mission and collaborate.

LR Ditto. Worn different hats: finance, HR, presentations, workshops and panels, written articles, certifications, good listener, team player. Wants all of us working together to create something that's great.

4. In your opinion, what is the biggest concern facing DMS right now?

DM Enrollment and income. Stability of finances. Executive Director position.

LR Communication between teachers between students between parents and the community. Communicating who we are and what we do to the outer community.

DF Communication—done a lot better this year, summer communication was good, but there is still need for improvement. Sharing who we are with the outer community would help us—it would also drive enrollment and help with finances.

LR Also suggests videos online.

5. In your opinion, what is going well at DMS right now?

LR Doesn't know enough about school to answer that well. Listening to the Board meetings, likes that we discuss issues as a board and makes decisions based on that.

DM Grateful to teachers for rolling out hybrid program. It's going well. All those behind the scenes are helping as well.

DF Board and ED handling of Covid19 was impressive. Teachers have gone to hybrid, and they're handling it well. The kids feel loved and well taken care of.

6. What has the board done well this past year?

DF Communication has been ramped up. Being honest and direct with the community. An increased focus on making clear communication to the community a priority.

LR The Board is good at discussing issues and all the nuance behind it. Asking parents for input as well.

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DM Impressed with promptness regarding ED resignation. No hesitation. Inviting faculty and parents to participate.

7. What could the board do better or differently?

LR Suggests committees to widen ideas and support.

DM More members to have adequate resources. Wants to see more of what the vision is of the board or the school. Going for outside pockets and organizations for fundraising. Having her on the board.

DF Increasing board size will help. Paring up for work. Grant writing, dedicated time for someone to be searching grants.

8. What is your availability for time commitment to the board?

DF Regular basis 2-3 hours a week. Can work from home and time shift if necessary. Weekends.

DM Whatever it takes so long as I'm available.

LR Retired and doing a lot of volunteer work. 5-10 hours a week, but she is flexible on that.

9. If selected as a board member, what committees or projects would you like to focus on in your first year?

DM Public speaking, marketing, fundraising, visiting other schools to share our school and increase enrollment, virtual tours at DMS, mentoring, board training.

LR Internal and external—wants to go out into the community and get to know them, doing conferences and seminars. Wants to work internally to help faculty and students to look at their passions and how they want to serve the world.

DF Community engagement and marketing. Not a great public speaker but understands the online representation area. Could carve off a project or two to boost the school's online image. Wants to get involved first and then discover where he's needed.

10. What conflicts of interest do you anticipate as a board member and how will you manage them?

LR None.

DM When it comes to banking she couldn't advise the board.

DF He cannot get people free tickets.

11. Can you see yourself working well with all board members?

DF Yes. He's worked with most of us already. Thinks he can empathize with others and can deal with people from all different walks of life.

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LR Worked with diverse people travelling around the world. Exposed to a lot of opinions, doesn't always agree, but wants to understand and expand ideas.

JT Left the meeting 8:05.

DM Enjoys working with others.

JT Returned 8:10

12. What questions do you have for us?

DM What committees currently exist? How do you feel about board members who vote on board member applicants vs community election? What skill set are you looking for? How can the parent body be more engaged?

GS Committees are no longer used. We have working groups—Advisory Panel, RSF issues, Site Planning. Board voting--Institutional longevity is important for a board, can help us to be consistent. Cons are that we can have high turnover.

AS Board voting—While community shares their opinions, the Board often has facts that the community doesn't, and that information can be extremely important when making decisions about who to vote for on the board. Skillset—looking for someone to jump in with both feet and share ideas and get to work whether as a leader or a follower supporting someone else. Parent engagement—join the board, ask to help your teacher, admin, board. Find ways to help.

GS Skillset—many of those that were said: marketing, finances, online support, leadership.

LR Not sure she's the right person for the board. Volunteering to help offer workshops and act as a consultant. Maybe it's not the right time for her to be on our board.

NA Not sure he wants LR to take her chess piece off the board.

GS Thinks that she does have the skillset we would be grateful to have. Outside expertise would be great. Not tied to the emotional day to day enables her to take the long view.

LR Proud that her son still sees the world through a Waldorf lens. Whether she's on the board or not, she is happy to help.

DF No questions at this time.

GS Excited to vote at 11/18/2020 meeting. Thanks the applicants.

**CLOSING VERSE**



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GS Move to adjourn. NA second. Vote: Unanimous in favor (JT, GS, AS, NA). **Motion passes.**

Meeting was adjourned at 8:21 p.m.

Prepared by AS on 11.04.2020.